GENERAL SERVICES ADMINISTRATION
FEDERAL SUPPLY SERVICE
AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICE LIST

For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at fss.gsa.gov.

Multiple Award Schedule (MAS)

Supplement No. 01, Mass Mod A812 signed June 15, 2020

Federal Supply Group

54151S – Information Technology Professional Services

PSC D399
IT and Telecom – Other IT and Telecommunications

ELEVATE GROUP, LLC
DBA ELEVATE TECHNOLOGY SOLUTIONS

300 Congress Street, Suite 407, Quincy, MA 02169-0907
Phone: 508-591-8230 Fax: 301-560-6549
Website: http://www.elevatets.com
Business Size: Small

Contract Number: 47QTCA18D00K6

Contract Period:

September 7, 2018 through September 6, 2023

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA *Advantage!*®, a menu-driven database system. The INTERNET address GSA *Advantage!*® is: GSAAdvantage.gov.

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ABOUT ELEVATE GROUP, LLC

Elevate Group, LLC dba Elevate Technology Solutions is an award-winning provider of mission critical technology solutions to the federal marketplace. We provide leadership, expertise, and resources to support your information technology (IT) initiatives. Through deep domain knowledge and understanding of the challenges facing our customers, Elevate enables you to achieve transformative results by identifying key drivers for modernization of your critical workflows, technology and operations. We have extensive experience in: program management; infrastructure engineering and architecture; cloud technologies, IT systems operations and maintenance, cybersecurity, data storage and retrieval, software development, and data analytics.

Elevate Technology Solutions
300 Congress Street, Suite 407
Quincy, MA 02169
www.elevatets.com
Phone: 508-591-8230
DUNS: 005468474
Cage Code: 5DJQ4
Top Secret Facility Clearance

CMMI DEV/2 SM
Exp. 2020-03-03 / Appraisal #28767

NAICS

541330 Engineering Services
541511 Custom Computer Programming Services
541512 Computer Systems Design Services
541513 Computer Facilities Management Services
541519 Other Computer Related Services
541611 Administrative Management & General Management Consulting Services
541690 Other Scientific and Technical Consulting Services
541712 R&D in the Physical, Engineering, and Life Sciences
541990 All Other Professional, Scientific and Technical Services
561311 Employment Placement Agencies

CORE COMPETENCIES

Technical Project/Program Management

- Stakeholder Engagement & Outreach
- IT Strategy and Vision
- Concept Development
- Roadmap Development & Implementation
- Project/Portfolio Planning & Management
- Requirements Management
- Systems/Solutions Engineering
- Workflow Development and Continuous Process Improvement
- Program Operations and Control – Cost, Schedule and Performance Monitoring
- Vendor Interface and Management
- Talent Acquisition
- Subject Matter Expertise

Engineering and Technical Services

- Enterprise Architecture & Design
- Infrastructure Engineering
- Operations and Management
- Service Management & Assistance
- Systems Integration & Management
- Configuration & Asset Management
- Information Assurance

Cybersecurity and Data Protection

- NIST and FISMA Compliance
- Risk Management Framework (RMF)
- Security Policy and Governance
- Accreditation & Certifications
- Operational Systems Security
- Vulnerability Analysis
- Identity and Access Management (IdAM)
- Public Key Infrastructure (PKI)
- Personnel Security Management

Development Services

- Software Engineering and Coding
- Multi-Platform / Mobile Devices
- Cloud & Big Data Solutions
- SDLC Compliance
- Agile and Waterfall Methodologies
- DevOps Best Practices
- Machine Learning Apps and Analytics

CUSTOMER INFORMATION

1a. Table of awarded special item number(s) with appropriate cross-reference to item descriptions and awarded price(s)

SIN	DESCRIPTION
54154S	Information Technology Professional Services -- SUBJECT TO COOPERATIVE PU

1b. Lowest priced model number and price for each SIN

Not applicable. Services only.

1c. Hourly Rates (Services Only)

See Appendix A for Labor Category Skill Levels
See Appendix B for Labor Category Descriptions
See Appendix C for Hourly Rates (Customer Site)
See Appendix D for Hourly Rates (Contractor Site)

2. Maximum Order

$500,000

3. Minimum Order

$100

4. Geographic Coverage (Delivery Area)

V-48 States, DC

5. Point(s) of Production (City, County, and State or Foreign Country)

Not applicable

6. Discount from List Prices or Statement of Net Price

Rates include a built in GSA Schedule discount of 2%.

7. Quantity Discounts

Not applicable

8. Prompt Payment Terms

Net 30

9a. Government Purchase Cards must be accepted at or below the micro-purchase threshold

Yes, Government Purchase Cards are accepted at or below the micro-purchase threshold.

9b. Government Purchase Cards must be accepted above the micro-purchase threshold

Yes, Government Purchase Cards are accepted above the micro-purchase threshold.

10. Foreign Terms

Not applicable

11a. Time of Delivery

TBD with ordering agency

11b. Expedited Delivery

TBD with ordering agency

11c. Overnight and 2-Day Delivery

TBD with ordering agency

11d. Urgent Requirements

Agencies may contact the Contractor's Representative to affect a faster delivery. Customers are encouraged to contact the contractor to request accelerated delivery.

12. F.O.B. Point(s)

Destination

13a. Ordering Address(es)

Elevate Group, LLC dba Elevate Technology Solutions
300 Congress Street, Suite 407, Quincy, MA 02169
P: 508-591-8230 F: 301-560-6549

13b. Ordering Procedures

For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPAs) are found in Federal Acquisition Regulation (FAR) 8.405-3.

14. Payment Address(es)

Elevate Group, LLC dba Elevate Technology Solutions
300 Congress Street, Suite 407, Quincy, MA 02169
P: 508-591-8230 F: 301-560-6549

15. Warranty Provisions

Not applicable

16. Export Packing Charges

Not applicable

17. Terms and Conditions of Government Purchase Card Acceptance

Government Purchase Cards will be acceptable for payments on a case by case basis. Bank account information for wire transfer payments will be shown on invoices.

18. Terms and Conditions of Rental, Maintenance and Repair

Not applicable

19. Terms and Conditions of Installation

Not applicable

20. Terms and Conditions of Repair Parts Indicating Data or Parts Price Lists and any Discounts from List Prices

Not applicable

20a. Terms and Conditions for any Other Services

Not applicable

21. List of Service and Distribution Points

Not applicable

22. List of Participating Dealers

Not applicable

23. Preventive Maintenance

Not applicable

24a. Special Attributes such as Environment Attributes

Not applicable

24b. Section 508 Compliance for Electronic Information Sharing (EIT)

The EIT standards can be found at www.Section508.gov.

25. DUNS Number

005468474

26. Notification regarding registration in System for Award Management (SAM) Database

Elevate Group, LLC is registered and active in SAM.

TERMS & CONDITIONS APPLICABLE TO SIN 54154S

1. Scope

a. The prices, terms and conditions stated under Special Item Number 54154S Information Technology Professional Services apply exclusively to IT Professional Services within the scope of this MAS.

b. The Contractor shall provide services at the Contractor's facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

2. Performance Incentives I-FSS-60 Performance Incentives (April 2000)

a. Performance incentives may be agreed upon between the Contractor and the ordering activity on individual fixed price orders or Blanket Purchase Agreements under this contract.

b. The ordering activity must establish a maximum performance incentive price for these services and/or total solutions on individual orders or Blanket Purchase Agreements.

c. Incentives should be designed to relate results achieved by the contractor to specified targets. To the maximum extent practicable, ordering activities shall consider establishing incentives where performance is critical to the ordering activity's mission and incentives are likely to motivate the contractor. Incentives shall be based on objectively measurable tasks.

3. Order

a. Agencies may use written orders, EDI orders, blanket purchase agreements, individual purchase orders, or task orders for ordering services under this contract. Blanket Purchase Agreements shall not extend beyond the end of the contract period; all services and delivery shall be made and the contract terms and conditions shall continue in effect until the completion of the order. Orders for tasks which extend beyond the fiscal year for which funds are available shall include FAR 52.232-19 (Deviation – May 2003) Availability of Funds for the Next Fiscal Year. The purchase order shall specify the availability of funds and the period for which funds are available.

b. All task orders are subject to the terms and conditions of the contract. In the event of conflict between a task order and the contract, the contract will take precedence.

4. Performance of Services

a. The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity.

b. The Contractor agrees to render services only during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.

c. The ordering activity should include the criteria for satisfactory completion for each task in the Statement of Work or Delivery Order. Services shall be completed in a good and workmanlike manner.

d. Any Contractor travel required in the performance of IT Services must comply with the Federal Travel Regulation or Joint Travel Regulations, as applicable, in effect on the date(s)

the travel is performed. Established Federal Government per diem rates will apply to all Contractor travel. Contractors cannot use GSA city pair contracts.

5. Stop-Work Order (FAR 52.242-15) (Aug 1989)

a. The Contracting Officer may, at any time, by written order to the Contractor, require the Contractor to stop all, or any part, of the work called for by this contract for a period of 90 days after the order is delivered to the Contractor, and for any further period to which the parties may agree. The order shall be specifically identified as a stop-work order issued under this clause. Upon receipt of the order, the Contractor shall immediately comply with its terms and take all reasonable steps to minimize the incurrence of costs allocable to the work covered by the order during the period of work stoppage. Within a period of 90 days after a stop-work is delivered to the Contractor, or within any extension of that period to which the parties shall have agreed, the Contracting Officer shall either-

1) Cancel the stop-work order; or

2) Terminate the work covered by the order as provided in the Default, or the Termination for Convenience of the Government, clause of this contract.

b. If a stop-work order issued under this clause is canceled or the period of the order or any extension thereof expires, the Contractor shall resume work. The Contracting Officer shall make an equitable adjustment in the delivery schedule or contract price, or both, and the contract shall be modified, in writing, accordingly, if-

1) The stop-work order results in an increase in the time required for, or in the Contractor's cost properly allocable to, the performance of any part of this contract; and

2) The Contractor asserts its right to the adjustment within 30 days after the end of the period of work stoppage; provided, that, if the Contracting Officer decides the facts justify the action, the Contracting Officer may receive and act upon the claim submitted at any time before final payment under this contract.

c. If a stop-work order is not canceled and the work covered by the order is terminated for the convenience of the Government, the Contracting Officer shall allow reasonable costs resulting from the stop-work order in arriving at the termination settlement.

d. If a stop-work order is not canceled and the work covered by the order is terminated for default, the Contracting Officer shall allow, by equitable adjustment or otherwise, reasonable costs resulting from the stop-work order.

6. Inspection of Services

In accordance with FAR 52.212-4 CONTRACT TERMS AND CONDITIONS--COMMERCIAL ITEMS (MAR 2009) (DEVIATION I - FEB 2007) for Firm-Fixed Price orders and FAR 52.212-4 CONTRACT TERMS AND CONDITIONS COMMERCIAL ITEMS (MAR 2009) (ALTERNATE I OCT 2008) (DEVIATION I – FEB 2007) applies to Time-and-Materials and Labor-Hour Contracts orders placed under this contract.

7. Responsibilities of the Contractor

The Contractor shall comply with all laws, ordinances, and regulations (Federal, State, City, or otherwise) covering work of this character. If the end product of a task order is software, then FAR 52.227-14 (Dec 2007) Rights in Data – General, may apply.

8. Responsibilities of the Ordering Activity

Subject to security regulations, the ordering activity shall permit Contractor access to all facilities necessary to perform the requisite IT Professional Services.

9. Independent Contractor

All IT Professional Services performed by the Contractor under the terms of this contract shall be as an independent Contractor, and not as an agent or employee of the ordering activity.

10. Organizational Conflicts of Interest

a. Definitions.

"Contractor" means the person, firm, unincorporated association, joint venture, partnership, or corporation that is a party to this contract.

"Contractor and its affiliates" and "Contractor or its affiliates" refers to the Contractor, its chief executives, directors, officers, subsidiaries, affiliates, subcontractors at any tier, and consultants and any joint venture involving the Contractor, any entity into or with which the Contractor subsequently merges or affiliates, or any other successor or assignee of the Contractor.

An "Organizational conflict of interest" exists when the nature of the work to be performed under a proposed ordering activity contract, without some restriction on ordering activities by the Contractor and its affiliates, may either (i) result in an unfair competitive advantage to the Contractor or its affiliates or (ii) impair the Contractor's or its affiliates' objectivity in performing contract work.

b. To avoid an organizational or financial conflict of interest and to avoid prejudicing the best interests of the ordering activity, ordering activities may place restrictions on the Contractors, its affiliates, chief executives, directors, subsidiaries and subcontractors at any tier when placing orders against schedule contracts. Such restrictions shall be consistent with FAR 9.505 and shall be designed to avoid, neutralize, or mitigate organizational conflicts of interest that might otherwise exist in situations related to individual orders placed against the schedule contract. Examples of situations, which may require restrictions, are provided at FAR 9.508.

11. Invoices

The Contractor, upon completion of the work ordered, shall submit invoices for IT Professional services. Progress payments may be authorized by the ordering activity on individual orders if appropriate. Progress payments shall be based upon completion of defined milestones or interim products. Invoices shall be submitted monthly for recurring services performed during the preceding month.

12. Payments

For firm-fixed price orders the ordering activity shall pay the Contractor, upon submission of proper invoices or vouchers, the prices stipulated in this contract for service rendered and accepted. Progress payments shall be made only when authorized by the order. For time-and-materials orders, the Payments under Time-and-Materials and Labor-Hour Contracts at FAR 52.212-4 (MAR 2009) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to time-and-materials orders placed under this contract. For labor-hour orders, the Payment under Time-and-Materials and Labor-Hour Contracts at FAR 52.212-4 (MAR 2009) (ALTERNATE

I – OCT 2008) (DEVIATION I – FEB 2007) applies to labor-hour orders placed under this contract. 52.216-31(Feb 2007) Time-and Materials/Labor-Hour Proposal Requirements—Commercial Item Acquisition. As prescribed in 16.601(e)(3), insert the following provision:

a. The Government contemplates award of a Time-and-Materials or Labor-Hour type of contract resulting from this solicitation.

b. The offeror must specify fixed hourly rates in its offer that include wages, overhead, general and administrative expenses, and profit. The offeror must specify whether the fixed hourly rate for each labor category applies to labor performed by—
   1) The offeror;
   2) Subcontractors; and/or
   3) Divisions, subsidiaries, or affiliates of the offeror under a common control.

13. Resumes

Resumes shall be provided to the GSA Contracting Officer or the user ordering activity upon request.

14. Incidental Support Costs

Incidental support costs are available outside the scope of this contract. The costs will be negotiated separately with the ordering activity in accordance with the guidelines set forth in the FAR.

15. Approval of Subcontracts

The ordering activity may require that the Contractor receive, from the ordering activity's Contracting Officer, written consent before placing any subcontract for furnishing any of the work called for in a task order.

16. Description of IT Professional Services and Pricing

a. The Contractor shall provide a description of each type of IT Service offered under Special Item Numbers 54154S IT Professional Services should be presented in the same manner as the Contractor sells to its commercial and other ordering activity customers. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles (labor categories) for those individuals who will perform the service should be provided.

b. Pricing for all IT Professional Services shall be in accordance with the Contractor's customary commercial practices; e.g., hourly rates, monthly rates, term rates, and/or fixed prices, minimum general experience and minimum education.

APPENDIX A – LABOR CATEGORY SKILL LEVELS

(LEVEL I – ENTRY): Entry-level professional with limited or no prior experience; learns to use professional concepts, procedures, operations, techniques, tools, materials, and/or equipment appropriate to area of specialization to perform tasks and resolve problems of limited scope and complexity; works on developmental assignments that are initially routine in nature, requiring limited judgment and decision making; generally works under close supervision.

(LEVEL II – INTERMEDIATE): Professional who applies acquired job skills, policies, and procedures to complete substantive assignments/projects/tasks of moderate scope and complexity; exercises judgment/resolves issues/makes working decisions within defined guidelines and practices to determine appropriate action with minimal supervision.

(LEVEL III – EXPERIENCED): Experienced professional who regularly works on tasks that are varied and complex. Applies full range of specialized skills and job knowledge; frequently adapts procedures, techniques, tools, materials, and/or equipment to meet specialized needs; may serve as lead; independently performs broad and/or focused assignments under general supervision; originality and ingenuity are often required to help establish procedures in functional areas; relies on experience and judgment to plan and accomplish assigned tasks.

(LEVEL IV – ADVANCED): Technical leader and subject matter expert with a high degree of knowledge in the overall field and recognized expertise in specific areas; problem-solving frequently requires analysis of unique issues/problems without precedent and/or structure. May direct programs with enterprise-wide impact that includes formulating strategies, concepts, designs for management and technical solutions. When assigned management responsibility, oversees complex organization with multiple functional disciplines/occupations, or manages a program, regardless of size, that has critical impact upon the organization or enterprise.

APPENDIX B – LABOR CATEGORIES

B.1 Administrative/Clerical Assistant

Functional Responsibility: Performs administrative duties in a staff activity. Includes clerical personnel, administrative services personnel, and technical publications personnel. Performs specialized assignments relating to typing, word processing, and graphics illustration using computers. Performs a variety of support services to include, but not limited to, operation of reproduction equipment to produce large volumes of documents, courier service, and mail service. Maintains personnel and other files and prepares correspondence, schedules and coordinates travel. Assists in the preparation of documents and supports the development of contract deliverables and reports. Responsible for integrating the graphics generated with automated tools and the deliverable documents.

Minimum Education and Experience:

Title	Min Education	Min Exp	Education and Experience Substitutions				
			PhD	Masters	Bachelors	Associates	HS/GED
Administration/Clerical I**	High School	0	N/A	N/A	N/A	N/A	N/A
Administration/Clerical II**	High School	2	N/A	N/A	N/A	N/A	N/A
Administration/Clerical III**	High School	4	N/A	N/A	N/A	N/A	N/A

B.2 Applications Developer

Functional Responsibilities: Designs, develops, enhances, debugs, and implements software. Troubleshoots production problems related to software applications. Researches, tests, builds, and coordinates the conversion and/or integration of new products based on client requirements. Designs and develops new software products or major enhancements to existing software. Addresses problems of systems integration, compatibility, and multiple platforms. Consults with project teams and end users to identify application requirements. Performs feasibility analysis on potential future projects to management. Assists in the evaluation and recommendation of application software packages, application integration and testing tools. Resolves problems with software and responds to suggestions for improvements and enhancements. Acts as team leader on projects. Instructs, assigns, directs, and checks the work of other software developers on development team. Participates in development of software user manuals.

Minimum Education/Experience:

Title	Min Education	Min Exp	Education and Experience Substitutions				
			PhD	Masters	Bachelors	Associates	HS/GED
Applications Developer I	Bachelors	0	N/A	N/A	N/A	2	4
Applications Developer II	Bachelors	2	N/A	N/A	N/A	4	6
Applications Developer III	Bachelors	4	N/A	2	N/A	6	8
Applications Developer IV	Bachelors	6	N/A	4	N/A	8	10

B.3 Systems Analyst

Functional Responsibilities: Formulates/defines system scope and objectives. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Prepares detailed specifications for programs. Assists in the design, development, testing, implementation, and documentation of new software and enhancements of existing applications. Works with project managers, developers,

and end users to ensure application designs meet business requirements. Formulates/defines specifications for complex operating software programming applications or modifies/maintains complex existing applications using engineering releases and utilities from the manufacturer. Designs, codes, tests, debugs, and documents those programs. Provides overall operating system, such as sophisticated file maintenance routines, large telecommunications networks, computer accounting, and advanced mathematical/scientific software packages. Assists all phases of software systems programming applications. Evaluates new and existing software products.

Minimum Education/Experience:

Title	Min Education	Min Exp	Education and Experience Substitutions				
			PhD	Masters	Bachelors	Associates	HS/GED
Systems Analyst I	Bachelors	0	N/A	N/A	N/A	2	4
Systems Analyst II	Bachelors	2	N/A	N/A	N/A	4	6
Systems Analyst III	Bachelors	4	N/A	2	N/A	6	8
Systems Analyst IV	Bachelors	6	N/A	4	N/A	8	10

B.4 Business Process Consultant

Functional Responsibility: Analyzes process and re-engineering, with an understanding of technical problems and solutions as they relate to the current and future business environment. Creates process change by integrating new processes with existing ones and communicating these changes to impacted Business Systems teams. Recommends and facilitates quality improvement efforts.

Minimum Education and Experience:

Title	Min Education	Min Exp	Education and Experience Substitutions				
			PhD	Masters	Bachelors	Associates	HS/GED
Business Process Consultant	Bachelors	6	N/A	4	N/A	8	10

B.5 Business Systems Analyst

Functional Responsibility: Formulates and defines systems scope and objectives based on both user needs and a thorough understanding of business systems and industry requirements. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operation time, and form of desired results. Includes analysis of business and user needs, documentation of requirements, and translation into proper system requirements specifications. Provides consultation on complex projects and is considered to be the top level contributor/specialist of most phases of systems analysis, while considering the business implications of the application of technology to the current and future business environment.

Minimum Education and Experience:

Title	Min Education	Min Exp	Education and Experience Substitutions				
			PhD	Masters	Bachelors	Associates	HS/GED
Business Systems Analyst	Bachelors	6	N/A	4	N/A	8	10

B.6 Chief Information Security Officer

Functional Responsibility: Responsible for determining enterprise information security standards. Develops and implements information security standards and procedures. Provides tactical information security advice and examining the ramifications of new technologies. Ensures that all information systems are functional and secure.

Minimum Education and Experience:

Title	Min Education	Min Exp	Education and Experience Substitutions				
			PhD	Masters	Bachelors	Associates	HS/GED
Chief Information Security Officer	Bachelors	7	N/A	4	N/A	8	10

B.7 Computer Scientist

Functional Responsibility: Acts as a senior consultant in complex or mission critical client requirements. Develops, modifies, and applies computer modeling and programming applications to analyze and solve mathematical and scientific problems affecting system and program performance. Participates in all phases of scientific and engineering projects such as research, design, development, testing, modeling, simulating, training, and documentation.

Minimum Education and Experience:

Title	Min Education	Min Exp	Education and Experience Substitutions				
			PhD	Masters	Bachelors	Associates	HS/GED
Computer Scientist	Bachelors	6	2	4	N/A	8	10

B.8 Computer Forensic & Intrusion Analyst

Functional Responsibility: Provides knowledge in computer and network forensics. Conducts vulnerability assessments/penetration tests of information systems. Develops, researches and maintains proficiency in tools, techniques, countermeasures, and trend in computer and network vulnerabilities, data hiding, and encryption. Identifies, deters, monitors, and investigates computer and network intrusions. Provides computer forensic support to high technology investigations in the form of evidence seizure, computer forensic analysis, and data recovery.

Minimum Education and Experience:

Title	Min Education	Min Exp	Education and Experience Substitutions				
			PhD	Masters	Bachelors	Associates	HS/GED
Computer Forensic & Intrusion Analyst	Bachelors	8	4	6	N/A	10	12

B.9 Configuration Management Specialist

Functional Responsibility: Provides configuration management planning. Describes provisions for configuration identification, change control, configuration status accounting, and configuration audits. Regulates the change process so that only approved and validated changes are incorporated into product documents and related software.

Minimum Education and Experience:

Title	Min Education	Min Exp	Education and Experience Substitutions				
			PhD	Masters	Bachelors	Associates	HS/GED
Configuration Management Specialist II	Bachelors	2	N/A	N/A	N/A	4	6
Configuration Management Specialist III	Bachelors	4	N/A	2	N/A	6	8
Configuration Management Specialist IV	Bachelors	6	N/A	4	N/A	8	10

B.10 Data Architect

Functional Responsibility: Designs and builds relational databases. Performs data access analysis design, and archive/recovery design and implementation. Develops strategies for data acquisitions, archive recovery, and implementation of a database. Works in a data warehouse environment, which includes data design, database architecture, and metadata repository creation. Translates business needs into long-term architecture solutions. Defines, designs, and builds dimensional databases. Develops data warehousing blueprints, evaluating hardware and software platforms, and integrating systems. Reviews and develops object and data models and the metadata repository to structure the data for better management and quicker access.

Minimum Education and Experience:

Title	Min Education	Min Exp	Education and Experience Substitutions				
			PhD	Masters	Bachelors	Associates	HS/GED
Data Architect	Bachelors	6	N/A	4	N/A	8	10

B.11 Data Warehousing Specialist

Functional Responsibility: Coordinates the data administration technical function for both data warehouse development and maintenance. Facilitates change control, problem management, and communication among data architects, programmers, analysts, and engineers. Establishes and enforces processes to ensure a consistent, well managed, and well-integrated data warehouse infrastructure. Analyzes and identifies data and metadata requirements. Defines user requirements and database design specifications. Designs, implements, and supports data warehousing requirements. Implements business rules via stored procedures, middleware, or other technologies. Provides product support and maintenance of the data warehouse. Performs data warehouse design and construction. Prepares/implements data verification and testing methods for the data warehouse.

Minimum Education and Experience:

Title	Min Education	Min Exp	Education and Experience Substitutions				
			PhD	Masters	Bachelors	Associates	HS/GED
Data Warehousing Specialist I	Bachelors	0	N/A	N/A	N/A	2	4
Data Warehousing Specialist II	Bachelors	2	N/A	N/A	N/A	4	6
Data Warehousing Specialist III	Bachelors	4	N/A	2	N/A	6	8
Data Warehousing Specialist IV	Bachelors	6	N/A	4	N/A	8	10

B.12 Engineer

Functional Responsibility: Performs a variety of complex project tasks requiring specialized business and/or technology engineering knowledge and expertise. Provides engineering, technical, and managerial direction for problem definition, concept design and analysis, requirements development, design, solution engineering for complex tasks. Applies analytical and systematic approaches in the resolution of problems of work flow, organization, and planning. Knowledgeable with and assists with the application of system engineering principles. Makes recommendations and advises on system development, improvements, optimization, or support efforts. Performs risk assessments and analysis employing prototyping and modeling and simulation techniques.

Minimum Education and Experience:

Title	Min Education	Min Exp	Education and Experience Substitutions				
			PhD	Masters	Bachelors	Associates	HS/GED
Engineer I	Bachelors	0	N/A	N/A	N/A	2	4
Engineer II	Bachelors	2	N/A	N/A	N/A	4	6
Engineer III	Bachelors	4	N/A	2	N/A	6	8
Engineer IV	Bachelors	6	N/A	4	N/A	8	10

B.13 Disaster Recovery Specialist

Functional Responsibility: Designs and administers programs to include policies, standards, guidelines, training programs, and a viable quality assurance process for disaster recovery. Oversees and reviews the testing and implementation of software, data systems, and data networks to ensure that the integrity and security of all electronic data and data systems are adequately protected. Facilitates the preparation of an organization-wide business resumption plan. Assists in the coordination and establishment of disaster recovery programs and business resumption planning across mainframe and client server platforms. Coordinates and monitors simulation testing across all platforms. Designs and administers programs to include policies, standards, guidelines, training programs, and a viable quality assurance process for disaster recovery.

Minimum Education and Experience:

Title	Min Education	Min Exp	Education and Experience Substitutions				
			PhD	Masters	Bachelors	Associates	HS/GED
Disaster Recovery Specialist II	Bachelors	2	N/A	N/A	N/A	4	6
Disaster Recovery Specialist III	Bachelors	4	N/A	2	N/A	6	8

B.14 Enterprise Architect

Functional Responsibility: Provides high-level architectural expertise to managers and technical staff. Develops architectural products and deliverables for the enterprise and operational business lines. Develops strategy of system and the design infrastructure necessary to support that strategy. Advises on selection of technological purchases with regards to processing, data storage, data access, and applications development. Sets standards for the client/server relational database structure for the organization (SQL, ORACLE, SYBASE, etc.). Advises of feasibility of potential future projects to management.

Minimum Education and Experience:

Title	Min Education	Min Exp	Education and Experience Substitutions				
			PhD	Masters	Bachelors	Associates	HS/GED
Enterprise Architect	Bachelors	6	N/A	4	N/A	8	10

B.15 Enterprise Resource Planning (ERP) Analyst

Functional Responsibility: Assists with the development and maintenance of the Enterprise Resource Planning (ERP) program. Analyzes and evaluates ERP application systems. Assists in software upgrades, documentation, and implementation. Customizes and configures workflow to allow the integration of client/server applications. Tests ERP layout to ensure the system is meeting corporate needs.

Minimum Education and Experience:

Title	Min Education	Min Exp	Education and Experience Substitutions				
			PhD	Masters	Bachelors	Associates	HS/GED
ERP Analyst	Bachelors	10	6	8	N/A	12	14

B.16 Enterprise Resource Planning (ERP) Business/Architectural Specialist

Functional Responsibility: Adapts functional business requirements and processes to technical solutions based upon comprehensive enterprise application solution sets. Enterprise resource planning and management processes, including but not limited to: knowledge management, investment analysis, data warehousing, e-commerce, return on investment analysis, human resource analysis, material management and logistics, supply chain management, procurement, ordering, manufacturing, decision support, and information dissemination.

Minimum Education and Experience:

Title	Min Education	Min Exp	Education and Experience Substitutions				
			PhD	Masters	Bachelors	Associates	HS/GED
ERP Business/Architectural Specialist	Bachelors	12	8	10	N/A	14	16

B.17 Financial Analyst

Functional Responsibility: Provides support in the areas of budget, billing, reporting, and financial management for IT initiatives.

Minimum Education and Experience:

Title	Min. Education	Min Exp	Education and Experience Substitutions				
			PhD	Masters	Bachelors	Associates	HS/GED
Financial Analyst	Associates	2	N/A	N/A	N/A	N/A	4

B.18 Geographic Information System (GIS) Analyst/Programmer

Functional Responsibility: Demonstrates proficiency in GIS analysis and data modeling. Demonstrates and maintains proficiency with current and developing technologies and software related to geographic analysis. Coordinates, manages, administers, and develops the Geographic Information Systems. Develops various types of GIS maps and related data sets. Designs and implements GIS analytical procedures. Performs analysis and maintenance of GIS systems.

Minimum Education and Experience:

Title	Min Education	Min Exp	Education and Experience Substitutions				
			PhD	Masters	Bachelors	Associates	HS/GED
GIS Analyst/Programmer	Bachelors	6	N/A	4	N/A	8	10

B.19 Graphics Specialist

Functional Responsibility: Produces graphic art and visual materials for promotions, advertisements, films, presentations, packaging, and informative and instructional material through a variety of media outlets such as websites and CD-ROMs. Generates, manipulates, and integrates graphic images, animations, sound, text and video generated with automated tools into consolidated and seamless multimedia programs.

Minimum Education and Experience:

Title	Min Education	Min Exp	Education and Experience Substitutions				
			PhD	Masters	Bachelors	Associates	HS/GED
Graphics Specialist	Bachelors	2	N/A	N/A	N/A	4	6

B.20 Groupware Specialist

Functional Responsibility: Provides the implementation, maintenance, and support of company messaging system. Provides technical support on local groupware replication and client dial-up access issues.

Minimum Education and Experience:

Title	Min Education	Min Exp	Education and Experience Substitutions				
			PhD	Masters	Bachelors	Associates	HS/GED
Groupware Specialist	Bachelors	10	6	8	N/A	12	14

B.21 Technician

Functional Responsibility: Works in an engineering, scientific, or programmatic environment focusing on technical studies and analysis or hardware design. Performs moderately complex tasks in relating technical requirements to design, procurement, or maintenance issue resolution. May assist in the analysis of equipment reliability and maintainability, installation requirements, drawing reviews, performance specifications, and risk mitigation. May contribute to system or item performance specifications, design reviews and audits, or to system development, testing, and evaluation. Has experience in one or more of the following areas: Systems Operations Analysis; Architecture Requirements Definition & Design; Interface Requirements Definition; Automated Planning & Scheduling; Quality Assurance; Modeling & Simulation; Automated Systems Security; Network Protocols & Standards; LAN & WAN; Information Resource Management/Information Technology; Computer Based Training/Web Based Training; Database Management Systems; Electronic Data Interchange Systems; Distributed Databases, Processing & Control; Help Text; Data Security; Multimedia & Visualization Technology Services; and Web Services.

Minimum Education and Experience:

Title	Min Education	Min Exp	Education and Experience Substitutions				
			PhD	Masters	Bachelors	Associates	HS/GED
Technician I	Associates	0	N/A	N/A	N/A	N/A	2
Technician II	Associates	2	N/A	N/A	N/A	N/A	4
Technician III	Associates	4	N/A	N/A	2	N/A	6
Technician IV	Associates	6	N/A	N/A	4	N/A	8

B.22 Help Desk Specialist

Functional Responsibility: Responds to and diagnoses problems through discussion with users. Ensures a timely process through which problems are controlled. Includes problem recognition, research, isolation, resolution, and follow-up steps. Supervises operation of help desk and serves as focal point for customer concerns. Provides support to end users on a variety of issues. Identifies, researches, and resolves technical problems. Responds to telephone calls, email and personnel requests for technical support. Documents, tracks, and monitors the problem to ensure a timely resolution. Provides second-tier support to end users for either PC, server, or mainframe applications or hardware. Interact with network services, software systems engineering, and/or applications development to restore service and/or identify and correct core problem. Simulates or recreates user problems to resolve operating difficulties. Recommends systems modifications to reduce user problems.

Minimum Education and Experience:

Title	Min Education	Min Exp	Education and Experience Substitutions				
			PhD	Masters	Bachelors	Associates	HS/GED
Helpdesk Specialist I	Associates	0	N/A	N/A	N/A	N/A	2
Helpdesk Specialist II	Associates	2	N/A	N/A	N/A	N/A	4
Helpdesk Specialist III	Associates	4	N/A	N/A	2	N/A	6

B.23 Cybersecurity Specialist

Functional Responsibility: Determines enterprise information assurance and security standards. Develops and implements information assurance/security standards and procedures. Coordinates, develops, and evaluates security programs for an organization. Recommends information assurance/security solutions to support customers' requirements. Identifies, reports, and resolves security violations. Establishes and satisfies information assurance and security requirements based upon the analysis of user, policy, regulatory, and resource demands. Supports customers at the highest levels in the development and implementation of doctrine and policies. Applies know-how to government and commercial common user systems, as well as to dedicated special purpose systems requiring specialized security features and procedures. Performs analysis, design, and development of security features for system architectures. Analyzes and defines security requirements for computer systems which may include mainframes, workstations, and personal computers. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the computer system security solution. Analyzes general information assurance-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle. Ensures that all information systems are functional and secure.

Minimum Education and Experience:

Title	Min Education	Min Exp	Education and Experience Substitutions				
			PhD	Masters	Bachelors	Associates	HS/GED
Cybersecurity Analyst I	Bachelors	0	N/A	N/A	N/A	2	4
Cybersecurity Analyst II	Bachelors	2	N/A	N/A	N/A	4	6
Cybersecurity Analyst III	Bachelors	4	N/A	2	N/A	6	8
Cybersecurity Analyst IV	Bachelors	6	N/A	4	N/A	8	10

B.24 Information Specialist/Knowledge Engineer

Functional Responsibility: Develops information retrieval solutions to support client requirements for specified domain subjects, using information retrieval software languages and automated text analysis and extraction techniques.

Minimum Education and Experience:

Title	Min Education	Min Exp	Education and Experience Substitutions				
			PhD	Masters	Bachelors	Associates	HS/GED
Information Specialist /Knowledge Engineer	Bachelors	6	N/A	4	N/A	8	10

B.25 Modeling and Simulation Specialist

Functional Responsibility: Specialist in modeling and simulation functions or operations such as, but not limited to exercises, plans, coordination, demonstrations, and instruction in the fields such as, but not limited to health, environmental, transportation, law enforcement, and security for military, and civil agencies. Supports live, constructive, or virtual training.

Minimum Education and Experience:

Title	Min Education	Min Exp	Education and Experience Substitutions				
			PhD	Masters	Bachelors	Associates	HS/GED
Modeling and Simulation Specialist	Bachelors	6	N/A	4	N/A	8	10

B.26 Network Specialist

Functional Responsibility: Provides technical guidance for directing and monitoring information systems operations. Designs, builds, and implements network systems. Directs compilation of records and reports concerning network operations and maintenance. Troubleshoots network performance issues. Analyzes network traffic and provides capacity planning solutions. Monitors and responds to complex technical control facility hardware and software problems. Interfaces with vendor support service groups to ensure proper escalation during outages or periods of degraded system performance. Manages the purchase, testing, installation, and support of network communications, including LAN/MAN/WAN systems. Performs system-level design and configuration of products including determination of hardware, OS, and other platform specifications. Plans large-scale systems projects through vendor comparison and cost studies. Performs a variety of systems engineering tasks and activities that are broad in nature and are concerned with major systems design, integration, and implementation, including personnel, hardware, software, budgetary, and support facilities and/or equipment. Provides quality assurance review and the evaluation of new and existing software products. Provides assistance and oversight

for all information systems operations activities, including computer and telecommunications/communications operations, data entry, data control, LAN/MAN/WAN administration and operations support, operating systems programming, system security policy procedures, and/or web strategy and operations. Provides input to policy level discussions regarding standards and budget constraints. Supervises all personnel engaged in the operation and support of network facilities, including all communications equipment on various platforms in large scale or multi-shift operations. Supervises complex operations that involve two or more additional functions such as, but not limited to, network operations, systems security, systems software support, and production support activities. Monitors and responds to hardware, software, and network problems. Provides the routine testing and analysis of all elements of the network facilities (including power, software, communications machinery, lines, modems, and terminals). Utilizes software and hardware tools and identifies and diagnoses complex problems and factors affecting network performance. Troubleshoots network systems when necessary and makes improvements to the network.

Minimum Education and Experience:

Title	Min Education	Min Exp	Education and Experience Substitutions				
			PhD	Masters	Bachelors	Associates	HS/GED
Network Specialist I	Bachelors	0	N/A	N/A	N/A	2	4
Network Specialist II	Bachelors	2	N/A	N/A	N/A	4	6
Network Specialist III	Bachelors	4	N/A	2	N/A	6	8
Network Specialist IV	Bachelors	6	N/A	4	N/A	8	10

B.27 Program Manager

Functional Responsibility: Organizes, directs, and manages contract operation support functions, involving multiple, complex, and inter-related project tasks. Manages teams of contract support personnel at multiple locations. Maintains and manages the client interface at the senior levels of the client organization. Meets with customer and contractor personnel to formulate and review task plans and deliverable items. Ensures conformance with program task schedules and costs.

Minimum Education and Experience:

Title	Min Education	Min Exp	Education and Experience Substitutions				
			PhD	Masters	Bachelors	Associates	HS/GED
Program Manager	Bachelors	6	N/A	4	N/A	8	10

B.28 Project Manager

Functional Responsibility: Leads team on large projects or significant segment of large complex projects. Analyzes new and complex project related problems and creates innovative solutions involving finance, scheduling, technology, methodology, tools, and solution components. Provides applications systems analysis and programming activities for a Government site, facility or multiple locations. Prepares long and short-range plans for application selection, systems development, systems maintenance, and production activities and for necessary support resources. Oversees all aspects of projects.

Minimum Education and Experience:

Title	Min Education	Min Exp	Education and Experience Substitutions				
			PhD	Masters	Bachelors	Associates	HS/GED
Project Manager	Bachelors	6	N/A	4	N/A	8	10

B.29 Quality Assurance Specialist

Functional Responsibility: Provides development of project Software Quality Assurance Plan and the implementation of procedures that conforms to the requirements of the contract. Provides an independent assessment of how the project's software development process is being implemented relative to the defined process and recommends methods to optimize the organization's process. May be responsible for all activities involving quality assurance and compliance with applicable regulatory requirements. Conducts audits and reviews/analyzes data and documentation. Develops and implements procedures and test plans for assuring quality in a system development environment which supports large databases and applications.

Minimum Education and Experience:

Title	Min Education	Min Exp	Education and Experience Substitutions				
			PhD	Masters	Bachelors	Associates	HS/GED
Quality Assurance Specialist I	Bachelors	0	N/A	N/A	N/A	2	4
Quality Assurance Specialist II	Bachelors	2	N/A	N/A	N/A	4	6
Quality Assurance Specialist III	Bachelors	4	N/A	2	N/A	6	8
Quality Assurance Specialist IV	Bachelors	6	N/A	4	N/A	8	10

B.30 Research Analyst

Functional Responsibility: Plans, organizes, and conducts research in a variety of areas, such as new or existing products, science, social science, law or business, etc. in support of an IT initiative. Searches sources such as reference works, literature, documents, newspapers, statistical records, and other sources of information. May use Internet, Intranet, magazines, periodicals, journals, and other media to perform research. Analyzes information and statistical data to prepare reports and studies for use by professionals.

Minimum Education and Experience:

Title	Min Education	Min Exp	Education and Experience Substitutions				
			PhD	Masters	Bachelors	Associates	HS/GED
Research Analyst	Bachelors	0	N/A	N/A	N/A	2	4

B.31 Strategic/Capital Planner

Functional Responsibility: Provides strategic planning of large projects or a significant segment of a strategic planning portion of a large complex project. Provides the overall approach to clarify mission statements so they can be used as springboards in envisioning their desired future. Assists in developing mission and vision statements, subsequent goal delineation, provides guidance for building operational plans and specifying measurable outcomes to include capital outlay planning efforts in a consolidated strategic planning process and prioritizes those initiatives. Assist in preparation of key strategic planning documentation, including OMB Form 300.

Minimum Education and Experience:

Title	Min Education	Min Exp	Education and Experience Substitutions				
			PhD	Masters	Bachelors	Associates	HS/GED
Strategic/Capital Planner	Bachelors	6	2	4	N/A	8	10

B.32 Subject Matter Expert

Functional Responsibility: Serves as subject matter expert, possessing in-depth knowledge of a particular area, such as business, computer science, engineering, mathematics, or the various sciences. Provides technical knowledge and analysis of highly specialized applications and operational environments, high-level functional systems analysis, design, integration, documentation and implementation advice on exceptionally complex problems that need extensive knowledge of the subject matter for effective implementation. Participates as needed in all phases of software development with emphasis on the planning, analysis, testing, integration, documentation, and presentation phases. Applies principles, methods and knowledge of the functional area of capability to specific task order requirements, advanced mathematical principles and methods to exceptionally difficult and narrowly defined technical problems in engineering and other scientific applications to arrive at automated solutions.

Minimum Education and Experience:

Title	Min Education	Min Exp	Education and Experience Substitutions				
			PhD	Masters	Bachelors	Associates	HS/GED
Subject Matter Expert II	Bachelors	2	N/A	N/A	N/A	4	6
Subject Matter Expert III	Bachelors	4	N/A	2	N/A	6	8
Subject Matter Expert IV	Bachelors	6	2	4	N/A	8	10

B.33 Systems Engineer

Functional Responsibility: Provides analysis related to the design, development, and integration of hardware, software, man-machine interfaces and all system level requirements to provide an integrated IT solution. Develops integrated system test requirement, strategies, devices and systems. Directs overall system level testing.

Minimum Education and Experience:

Title	Min. Education	Min Exp	Education and Experience Substitutions				
			PhD	Masters	Bachelors	Associates	HS/GED
Systems Engineer	Bachelors	6	2	4	N/A	8	10

B.34 Technical Editor

Functional Responsibility: Reviews content of technical documentation for quality. Produces technical and scientific illustrations for presentations and/or publication, as appropriate to the requirements. Ensures that documents follow the style laid out in the company's style guide.

Minimum Education and Experience:

Title	Min Education	Min Exp	Education and Experience Substitutions				
			PhD	Masters	Bachelors	Associates	HS/GED
Technical Editor	Bachelors	4	N/A	2	N/A	6	8

B.35 Technical Writer

Functional Responsibility: Writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses. Coordinates the display of graphics and the production of the document. Ensures content is of high quality and conforms with standards.

Minimum Education and Experience:

Title	Min Education	Min Exp	Education and Experience Substitutions				
			PhD	Masters	Bachelors	Associates	HS/GED
Technical Writer	Bachelors	2	N/A	N/A	N/A	4	6

B.36 Test Engineer

Functional Responsibility: Evaluates, recommends, and implements automated test tools and strategies. Designs, implements, and conducts test and evaluation procedures to ensure system requirements are met. Develops, maintains, and upgrades automated test scripts and architectures for application products. Also writes, implements, and reports status for system test cases for testing. Analyzes test cases and provides regular progress reports. Serves as subject matter specialist providing testing know-how for the support of user requirements of complex to highly complex software/hardware applications. Directs and/or participates in all phases of risk management assessments and software/hardware development with emphasis on analysis of user requirements, test design and test tools selection.

Minimum Education and Experience:

Title	Min Education	Min Exp	Education and Experience Substitutions				
			PhD	Masters	Bachelors	Associates	HS/GED
Test Engineer I	Bachelors	0	N/A	N/A	N/A	2	4
Test Engineer II	Bachelors	2	N/A	N/A	N/A	4	6
Test Engineer III	Bachelors	4	N/A	2	N/A	6	8

B.37 Training Specialist

Functional Responsibility: Assesses, designs, and conceptualizes training scenarios, approaches, objectives, plans, tools, aids, curriculums, and other state of the art technologies related to training and behavioral studies. Identifies the best approach training requirements to include, but not limited to hardware, software, simulations, course assessment and refreshment, assessment centers, oral examinations, interviews, computer assisted and adaptive testing, behavior-based assessment and performance, and team and unit assessment and measurement. Develops and revises training courses. Prepares training catalogs and course materials. Trains personnel by conducting formal classroom courses, workshops, and seminars.

Minimum Education and Experience:

Title	Min Education	Min Exp	Education and Experience Substitutions				
			PhD	Masters	Bachelors	Associates	HS/GED
Training Specialist I	Bachelors	0	N/A	N/A	N/A	2	4
Training Specialist II	Bachelors	2	N/A	N/A	N/A	4	6
Training Specialist III	Bachelors	4	N/A	2	N/A	6	8

B.38 Voice/Data Communications Engineer

Functional Responsibility: Provides technical direction and engineering knowledge for communications activities including planning, designing, developing, testing, installing and maintaining large communications networks. Ensures that adequate and appropriate planning is provided to direct building architects and planners in building communications spaces and media pathways meet industry standards. Develops, operates, and maintains voice, wireless, video, and data communications systems. Provides complex engineering or analytical tasks and activities associated with one or more technical areas within the communications function.

Minimum Education and Experience:

Title	Min Education	Min Exp	Education and Experience Substitutions				
			PhD	Masters	Bachelors	Associates	HS/GED
Voice/Data Communications Engineer I	Bachelors	0	N/A	N/A	N/A	2	4
Voice/Data Communications Engineer II	Bachelors	2	N/A	N/A	N/A	4	6
Voice/Data Communications Engineer III	Bachelors	4	N/A	2	N/A	6	8
Voice/Data Communications Engineer IV	Bachelors	6	2	4	N/A	8	10

B.39 Web Content Analyst

Functional Responsibility: Provides for development and content that will motivate and entertain users so that they regularly access the website and utilize it as a major source for information and decision-making. Provides managing/performing website editorial activities including gathering and researching information that enhances the value of the site.

Minimum Education and Experience:

Title	Min Education	Min Exp	Education and Experience Substitutions				
			PhD	Masters	Bachelors	Associates	HS/GED
Web Content Analyst	Bachelors	2	N/A	N/A	N/A	4	6

B.40 Web Designer

Functional Responsibility: Designs and builds web pages using a variety of graphics software applications, techniques, and tools. Designs and develops user interface features, site animation, and special-effects elements. Contributes to the design group's efforts to enhance the look and feel of the organization's online offerings. Designs the website to support the organization's strategies and goals relative to external communications.

Minimum Education and Experience:

Title	Min Education	Min Exp	Education and Experience Substitutions				
			PhD	Masters	Bachelors	Associates	HS/GED
Web Designer	Bachelors	4	N/A	2	N/A	6	8

APPENDIX C – HOURLY RATES (CUSTOMER SITE)

SIN	Title	Minimum Education	Minimum Experience	Year 1 12/7/18 to 12/6/19	Year 2 12/7/19 to 12/6/20	Year 3 12/7/20 to 12/6/21	Year 4 12/7/21 to 12/6/22	Year 5 12/7/22 to 12/6/23
54154S	Administration/Clerical I**	High School	0	$34.04	$34.72	$35.42	$36.13	$36.85
54154S	Administration/Clerical II**	High School	2	$42.17	$43.01	$43.87	$44.75	$45.65
54154S	Administration/Clerical III**	High School	4	$49.11	$50.09	$51.09	$52.12	$53.16
54154S	Applications Developer I	Bachelors	0	$69.47	$70.86	$72.28	$73.72	$75.20
54154S	Applications Developer II	Bachelors	2	$100.00	$102.00	$104.04	$106.12	$108.24
54154S	Applications Developer III	Bachelors	4	$124.47	$126.95	$129.49	$132.08	$134.73
54154S	Applications Developer IV	Bachelors	6	$149.87	$152.87	$155.92	$159.04	$162.22
54154S	Systems Analyst I	Bachelors	0	$76.03	$77.55	$79.10	$80.68	$82.29
54154S	Systems Analyst II	Bachelors	2	$107.87	$110.03	$112.23	$114.47	$116.76
54154S	Systems Analyst III	Bachelors	4	$129.44	$132.03	$134.67	$137.36	$140.11
54154S	Systems Analyst IV	Bachelors	6	$147.70	$150.65	$153.66	$156.74	$159.87
54154S	Business Process Consultant	Bachelors	6	$162.41	$165.66	$168.97	$172.35	$175.80
54154S	Business Systems Analyst	Bachelors	6	$145.84	$148.76	$151.73	$154.77	$157.86
54154S	Chief Information Security Officer	Bachelors	7	$152.87	$155.93	$159.05	$162.23	$165.47
54154S	Computer Scientist	Bachelors	6	$123.31	$125.78	$128.29	$130.86	$133.47
54154S	Computer Forensic and Intrusion Analyst	Bachelors	8	$120.51	$122.92	$125.37	$127.88	$130.44
54154S	Configuration Management Specialist II	Bachelors	2	$71.61	$73.04	$74.51	$76.00	$77.52
54154S	Configuration Management Specialist III	Bachelors	4	$96.56	$98.49	$100.46	$102.47	$104.52
54154S	Configuration Management Specialist IV	Bachelors	6	$112.08	$114.33	$116.61	$118.94	$121.32
54154S	Data Architect	Bachelors	6	$115.53	$117.84	$120.20	$122.60	$125.05
54154S	Data Warehousing Specialist I	Bachelors	0	$62.07	$63.32	$64.58	$65.87	$67.19
54154S	Data Warehousing Specialist II	Bachelors	2	$78.22	$79.78	$81.38	$83.01	$84.67
54154S	Data Warehousing Specialist III	Bachelors	4	$93.21	$95.07	$96.97	$98.91	$100.89
54154S	Data Warehousing Specialist IV	Bachelors	6	$100.00	$102.00	$104.04	$106.12	$108.24
54154S	Engineer I	Bachelors	0	$71.51	$72.94	$74.40	$75.89	$77.41
54154S	Engineer II	Bachelors	2	$106.21	$108.33	$110.50	$112.71	$114.96
54154S	Engineer III	Bachelors	4	$150.55	$153.56	$156.63	$159.77	$162.96
54154S	Engineer IV	Bachelors	6	$154.33	$157.42	$160.57	$163.78	$167.05

SIN	Title	Minimum Education	Minimum Experience	Year 1 12/7/18 to 12/6/19	Year 2 12/7/19 to 12/6/20	Year 3 12/7/20 to 12/6/21	Year 4 12/7/21 to 12/6/22	Year 5 12/7/22 to 12/6/23
54154S	Disaster Recovery Specialist II	Bachelors	2	$70.88	$72.30	$73.75	$75.22	$76.72
54154S	Disaster Recovery Specialist III	Bachelors	4	$112.99	$115.25	$117.56	$119.91	$122.31
54154S	Enterprise Architect	Bachelors	6	$133.54	$136.21	$138.93	$141.71	$144.55
54154S	ERP Analyst	Bachelors	10	$103.08	$105.14	$107.24	$109.39	$111.58
54154S	ERP Business/Architectural Specialist	Bachelors	12	$153.06	$156.12	$159.24	$162.43	$165.68
54154S	Financial Specialist	Associates	2	$65.28	$66.59	$67.92	$69.28	$70.67
54154S	GIS Analyst/Programmer	Bachelors	6	$84.28	$85.97	$87.69	$89.44	$91.23
54154S	Graphics Specialist	Bachelors	2	$60.19	$61.39	$62.62	$63.87	$65.15
54154S	Groupware Specialist	Bachelors	10	$84.28	$85.97	$87.69	$89.44	$91.23
54154S	Technician I	Associates	0	$51.36	$52.39	$53.44	$54.51	$55.60
54154S	Technician II	Associates	2	$68.99	$70.37	$71.77	$73.21	$74.67
54154S	Technician III	Associates	4	$95.67	$97.59	$99.54	$101.53	$103.56
54154S	Technician IV	Associates	6	$112.99	$115.25	$117.56	$119.91	$122.31
54154S	Helpdesk Specialist I	Associates	0	$44.58	$45.47	$46.38	$47.31	$48.25
54154S	Helpdesk Specialist II	Associates	2	$64.72	$66.02	$67.34	$68.68	$70.06
54154S	Helpdesk Specialist III	Associates	4	$73.96	$75.44	$76.95	$78.49	$80.06
54154S	Cybersecurity Analyst I	Bachelors	0	$61.46	$62.69	$63.95	$65.22	$66.53
54154S	Cybersecurity Analyst II	Bachelors	2	$93.04	$94.90	$96.80	$98.73	$100.71
54154S	Cybersecurity Analyst III	Bachelors	4	$126.35	$128.88	$131.46	$134.08	$136.77
54154S	Cybersecurity Analyst IV	Bachelors	6	$161.93	$165.16	$168.47	$171.84	$175.27
54154S	Information Specialist/Knowledge Engineer	Bachelors	6	$123.22	$125.69	$128.20	$130.76	$133.38
54154S	Modeling and Simulation Specialist	Bachelors	6	$97.59	$99.54	$101.53	$103.56	$105.63
54154S	Network Specialist I	Bachelors	0	$59.74	$60.94	$62.16	$63.40	$64.67
54154S	Network Specialist II	Bachelors	2	$107.70	$109.85	$112.05	$114.29	$116.58
54154S	Network Specialist III	Bachelors	4	$125.10	$127.60	$130.15	$132.75	$135.41
54154S	Network Specialist IV	Bachelors	6	$136.08	$138.80	$141.57	$144.41	$147.29
54154S	Program Manager	Bachelors	6	$200.43	$204.44	$208.53	$212.70	$216.95
54154S	Project Manager	Bachelors	6	$142.18	$145.02	$147.92	$150.88	$153.90
54154S	Quality Assurance Specialist I	Bachelors	0	$51.36	$52.39	$53.44	$54.51	$55.60
54154S	Quality Assurance Specialist II	Bachelors	2	$88.86	$90.64	$92.45	$94.30	$96.19

SIN	Title	Minimum Education	Minimum Experience	Year 1 12/7/18 to 12/6/19	Year 2 12/7/19 to 12/6/20	Year 3 12/7/20 to 12/6/21	Year 4 12/7/21 to 12/6/22	Year 5 12/7/22 to 12/6/23
54154S	Quality Assurance Specialist III	Bachelors	4	$103.17	$105.23	$107.34	$109.48	$111.67
54154S	Quality Assurance Specialist IV	Bachelors	6	$151.06	$154.09	$157.17	$160.31	$163.52
54154S	Research Analyst	Bachelors	0	$61.63	$62.86	$64.12	$65.40	$66.71
54154S	Strategic/Capital Planner	Bachelors	6	$108.88	$111.06	$113.28	$115.55	$117.86
54154S	Subject Matter Expert II	Bachelors	2	$138.23	$140.99	$143.81	$146.69	$149.62
54154S	Subject Matter Expert III	Bachelors	4	$178.71	$182.28	$185.93	$189.65	$193.44
54154S	Subject Matter Expert IV	Bachelors	6	$233.01	$237.67	$242.43	$247.28	$252.22
54154S	Systems Engineer	Bachelors	6	$126.20	$128.73	$131.30	$133.93	$136.61
54154S	Technical Editor	Bachelors	4	$62.66	$63.91	$65.19	$66.49	$67.82
54154S	Technical Writer	Bachelors	2	$57.98	$59.14	$60.32	$61.53	$62.76
54154S	Test Engineer I	Bachelors	0	$56.50	$57.63	$58.78	$59.95	$61.15
54154S	Test Engineer II	Bachelors	2	$73.96	$75.44	$76.95	$78.49	$80.06
54154S	Test Engineer III	Bachelors	4	$98.62	$100.59	$102.60	$104.65	$106.75
54154S	Training Specialist I	Bachelors	0	$48.28	$49.25	$50.23	$51.24	$52.26
54154S	Training Specialist II	Bachelors	2	$70.08	$71.48	$72.91	$74.37	$75.86
54154S	Training Specialist III	Bachelors	4	$83.14	$84.81	$86.50	$88.23	$90.00
54154S	Voice/Data Communications Engineer I	Bachelors	0	$47.77	$48.72	$49.70	$50.69	$51.71
54154S	Voice/Data Communications Engineer II	Bachelors	2	$78.07	$79.63	$81.22	$82.85	$84.51
54154S	Voice/Data Communications Engineer III	Bachelors	4	$94.51	$96.40	$98.33	$100.29	$102.30
54154S	Voice/Data Communications Engineer IV	Bachelors	6	$123.27	$125.74	$128.25	$130.82	$133.43
54154S	Web Content Analyst	Bachelors	2	$78.27	$79.83	$81.43	$83.06	$84.72
54154S	Web Designer	Bachelors	4	$102.72	$104.78	$106.87	$109.01	$111.19

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SCA Eligible Contract Labor Category	SCA Equivalent Code Title	WD Number
Administration/Clerical I	01261/Secretary I	2015-4056
Administration/Clerical II	01262/Secretary II	2015-4056
Administration/Clerical III	01263/Secretary III	2015-4056

APPENDIX D – HOURLY RATES (CONTRACTOR SITE)

SIN	Title	Minimum Education	Minimum Experience	Year 1 12/7/18 to 12/6/19	Year 2 12/7/19 to 12/6/20	Year 3 12/7/20 to 12/6/21	Year 4 12/7/21 to 12/6/22	Year 5 12/7/22 to 12/6/23
54154S	Administration/Clerical I**	High School	0	$39.68	$40.48	$41.28	$42.11	$42.95
54154S	Administration/Clerical II**	High School	2	$49.16	$50.14	$51.15	$52.17	$53.21
54154S	Administration/Clerical III**	High School	4	$57.25	$58.39	$59.56	$60.75	$61.97
54154S	Applications Developer I	Bachelors	0	$80.98	$82.60	$84.25	$85.94	$87.66
54154S	Applications Developer II	Bachelors	2	$116.57	$118.90	$121.28	$123.70	$126.18
54154S	Applications Developer III	Bachelors	4	$145.09	$147.99	$150.95	$153.97	$157.05
54154S	Applications Developer IV	Bachelors	6	$174.71	$178.21	$181.77	$185.41	$189.11
54154S	Systems Analyst I	Bachelors	0	$88.62	$90.40	$92.20	$94.05	$95.93
54154S	Systems Analyst II	Bachelors	2	$125.75	$128.26	$130.83	$133.45	$136.11
54154S	Systems Analyst III	Bachelors	4	$150.90	$153.91	$156.99	$160.13	$163.34
54154S	Systems Analyst IV	Bachelors	6	$172.17	$175.62	$179.13	$182.71	$186.37
54154S	Business Process Consultant	Bachelors	6	$189.32	$193.11	$196.97	$200.91	$204.93
54154S	Business Systems Analyst	Bachelors	6	$170.01	$173.41	$176.88	$180.42	$184.03
54154S	Chief Information Security Officer	Bachelors	7	$178.21	$181.77	$185.41	$189.11	$192.90
54154S	Computer Scientist	Bachelors	6	$143.75	$146.62	$149.56	$152.55	$155.60
54154S	Computer Forensic and Intrusion Analyst	Bachelors	8	$140.48	$143.29	$146.16	$149.08	$152.06
54154S	Configuration Management Specialist II	Bachelors	2	$83.48	$85.15	$86.85	$88.59	$90.36
54154S	Configuration Management Specialist III	Bachelors	4	$112.57	$114.82	$117.12	$119.46	$121.85
54154S	Configuration Management Specialist IV	Bachelors	6	$130.66	$133.27	$135.93	$138.65	$141.43
54154S	Data Architect	Bachelors	6	$134.67	$137.37	$140.12	$142.92	$145.78
54154S	Data Warehousing Specialist I	Bachelors	0	$72.36	$73.81	$75.29	$76.79	$78.33
54154S	Data Warehousing Specialist II	Bachelors	2	$91.18	$93.01	$94.87	$96.76	$98.70
54154S	Data Warehousing Specialist III	Bachelors	4	$108.65	$110.82	$113.04	$115.30	$117.60
54154S	Data Warehousing Specialist IV	Bachelors	6	$116.57	$118.90	$121.28	$123.70	$126.18
54154S	Engineer I	Bachelors	0	$83.36	$85.03	$86.73	$88.46	$90.23
54154S	Engineer II	Bachelors	2	$123.81	$126.29	$128.82	$131.39	$134.02
54154S	Engineer III	Bachelors	4	$175.50	$179.01	$182.59	$186.24	$189.97
54154S	Engineer IV	Bachelors	6	$179.91	$183.50	$187.17	$190.92	$194.74

SIN	Title	Minimum Education	Minimum Experience	Year 1 12/7/18 to 12/6/19	Year 2 12/7/19 to 12/6/20	Year 3 12/7/20 to 12/6/21	Year 4 12/7/21 to 12/6/22	Year 5 12/7/22 to 12/6/23
54154S	Disaster Recovery Specialist II	Bachelors	2	$82.63	$84.28	$85.97	$87.69	$89.44
54154S	Disaster Recovery Specialist III	Bachelors	4	$131.72	$134.36	$137.04	$139.78	$142.58
54154S	Enterprise Architect	Bachelors	6	$155.67	$158.78	$161.95	$165.19	$168.50
54154S	ERP Analyst	Bachelors	10	$120.16	$122.56	$125.01	$127.52	$130.07
54154S	ERP Business/Architectural Specialist	Bachelors	12	$178.42	$181.99	$185.63	$189.34	$193.13
54154S	Financial Specialist	Associates	2	$76.10	$77.63	$79.18	$80.76	$82.38
54154S	GIS Analyst/Programmer	Bachelors	6	$98.25	$100.22	$102.22	$104.26	$106.35
54154S	Graphics Specialist	Bachelors	2	$70.16	$71.56	$73.00	$74.46	$75.94
54154S	Groupware Specialist	Bachelors	10	$98.25	$100.22	$102.22	$104.26	$106.35
54154S	Technician I	Associates	0	$59.87	$61.07	$62.29	$63.54	$64.81
54154S	Technician II	Associates	2	$80.42	$82.03	$83.67	$85.34	$87.05
54154S	Technician III	Associates	4	$111.53	$113.76	$116.04	$118.36	$120.72
54154S	Technician IV	Associates	6	$131.72	$134.36	$137.04	$139.78	$142.58
54154S	Helpdesk Specialist I	Associates	0	$51.96	$53.00	$54.06	$55.14	$56.25
54154S	Helpdesk Specialist II	Associates	2	$75.44	$76.95	$78.49	$80.06	$81.66
54154S	Helpdesk Specialist III	Associates	4	$86.22	$87.94	$89.70	$91.49	$93.32
54154S	Cybersecurity Analyst I	Bachelors	0	$71.65	$73.09	$74.55	$76.04	$77.56
54154S	Cybersecurity Analyst II	Bachelors	2	$108.46	$110.63	$112.84	$115.10	$117.40
54154S	Cybersecurity Analyst III	Bachelors	4	$147.29	$150.24	$153.24	$156.31	$159.43
54154S	Cybersecurity Analyst IV	Bachelors	6	$188.76	$192.54	$196.39	$200.32	$204.32
54154S	Information Specialist/Knowledge Engineer	Bachelors	6	$143.64	$146.51	$149.44	$152.43	$155.48
54154S	Modeling and Simulation Specialist	Bachelors	6	$113.76	$116.04	$118.36	$120.73	$123.14
54154S	Network Specialist I	Bachelors	0	$69.65	$71.04	$72.46	$73.91	$75.39
54154S	Network Specialist II	Bachelors	2	$125.55	$128.06	$130.62	$133.24	$135.90
54154S	Network Specialist III	Bachelors	4	$145.83	$148.75	$151.72	$154.76	$157.85
54154S	Network Specialist IV	Bachelors	6	$158.63	$161.80	$165.04	$168.34	$171.70
54154S	Program Manager	Bachelors	6	$233.65	$238.32	$243.09	$247.95	$252.91
54154S	Project Manager	Bachelors	6	$166.89	$170.23	$173.63	$177.11	$180.65
54154S	Quality Assurance Specialist I	Bachelors	0	$59.87	$61.07	$62.29	$63.54	$64.81

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54154S	Quality Assurance Specialist II	Bachelors	2	$103.59	$105.66	$107.78	$109.93	$112.13
54154S	Quality Assurance Specialist III	Bachelors	4	$120.27	$122.67	$125.13	$127.63	$130.18
54154S	Quality Assurance Specialist IV	Bachelors	6	$176.10	$179.63	$183.22	$186.88	$190.62
54154S	Research Analyst	Bachelors	0	$71.84	$73.28	$74.74	$76.24	$77.76
54154S	Strategic/Capital Planner	Bachelors	6	$126.93	$129.47	$132.06	$134.70	$137.40
54154S	Subject Matter Expert II	Bachelors	2	$161.14	$164.36	$167.65	$171.00	$174.42
54154S	Subject Matter Expert III	Bachelors	4	$208.33	$212.50	$216.75	$221.08	$225.50
54154S	Subject Matter Expert IV	Bachelors	6	$271.63	$277.06	$282.60	$288.26	$294.02
54154S	Systems Engineer	Bachelors	6	$147.12	$150.06	$153.06	$156.12	$159.24
54154S	Technical Editor	Bachelors	4	$73.04	$74.51	$76.00	$77.52	$79.07
54154S	Technical Writer	Bachelors	2	$67.58	$68.94	$70.31	$71.72	$73.16
54154S	Test Engineer I	Bachelors	0	$65.86	$67.17	$68.52	$69.89	$71.28
54154S	Test Engineer II	Bachelors	2	$86.22	$87.94	$89.70	$91.49	$93.32
54154S	Test Engineer III	Bachelors	4	$114.96	$117.26	$119.60	$121.99	$124.43
54154S	Training Specialist I	Bachelors	0	$56.28	$57.40	$58.55	$59.72	$60.92
54154S	Training Specialist II	Bachelors	2	$81.69	$83.33	$84.99	$86.69	$88.43
54154S	Training Specialist III	Bachelors	4	$96.93	$98.87	$100.84	$102.86	$104.92
54154S	Voice/Data Communications Engineer I	Bachelors	0	$55.69	$56.80	$57.94	$59.10	$60.28
54154S	Voice/Data Communications Engineer II	Bachelors	2	$91.00	$92.82	$94.68	$96.57	$98.51
54154S	Voice/Data Communications Engineer III	Bachelors	4	$110.17	$112.37	$114.62	$116.91	$119.25
54154S	Voice/Data Communications Engineer IV	Bachelors	6	$143.70	$146.57	$149.50	$152.49	$155.54
54154S	Web Content Analyst	Bachelors	2	$91.24	$93.07	$94.93	$96.83	$98.76
54154S	Web Designer	Bachelors	4	$119.75	$122.14	$124.58	$127.08	$129.62

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Administration/Clerical II	01262/Secretary II	2015-4056
Administration/Clerical III	01263/Secretary III	2015-4056